Remuneration Committee Charter

Supply Network Limited

ABN 12 003 135 680

Last reviewed: 27 March 2026

Remuneration Committee Charter

Purpose

The Board of Directors of Supply Network Limited (the "**Company**") has established a Remuneration Committee (the "**Committee**"). The purpose of the Committee is to assist the Board to discharge its responsibilities to establish appropriate human resources and remuneration practices and policies, including with respect to diversity and inclusion and incentive policies for senior executives.

The practices and policies should be designed to attract qualified and experienced personnel and to motivate and retain employees of the highest calibre, to grow long term shareholder value.

Responsibilities

The responsibilities of the Committee are to:

1. review the salary levels of senior executives and make recommendations to the Board on any proposed changes;
2. propose, for full Board approval, the terms and conditions of employment for senior executives;
3. undertake a review, which will be reported to and confirmed by the full Board, of the performance of senior executives, at least annually;
4. review and make recommendations to the Board on the Company's incentive schemes;
5. oversee compliance with statutory responsibilities relating to remuneration disclosures, in particular the Workplace Gender Equality Agency Report and the Remuneration Report in the corporate governance section of the Annual Report and for adoption at the Annual General Meeting; and
6. review the remuneration of both non-executive and executive Directors and make recommendations to the Board on any proposed changes.

Membership

The Remuneration Committee shall be appointed by the Board from among the non-executive Directors of the Company and shall consist of not less than two members with the majority being independent Directors unless otherwise agreed by the Board.

Chairperson

The Remuneration Committee shall appoint, unless otherwise agreed by the Board, an independent Director as the Chairman of the Committee.

Quorum

At a meeting of the Committee, the number of Directors whose presence is necessary to constitute a quorum shall be more than half the members of the Committee.

Meetings Frequency

The Committee meets when required and upon the request of the Chairman to enable the Committee to undertake its role effectively.

Attendance by Non-Committee Members

Directors who are not members of the Committee, members of the executive and senior management teams and external advisers may, at the invitation of the Committee Chairman, attend all or part of Committee meetings.

Directors who are not members of the Committee may not vote at Committee meetings.

Authority

The Committee is authorised by the Board to investigate any activity within its Charter. It is authorised to seek any information it requires from any employee and all employees must cooperate with any request made by the Committee.

The Committee can seek authorisation from the Board to obtain outside legal or other independent professional advice and to secure the attendance of outsiders with relevant experience and expertise at meetings of the Committee as it considers necessary.

Reporting Procedures

The minutes of the meetings of the Committee, once approved by the Committee, shall be circulated to the Board with the Board papers for the next Board meeting, together with any recommendations of the Committee.

Committee Performance and Charter Review

The Committee shall assess its effectiveness periodically and report the results of the review to the Board.

This Charter shall be reviewed and updated as required to ensure it remains adequate for the Board's needs. The Board may change this Charter from time to time by resolution.